



**CITY OF ALBUQUERQUE**  
invites applications for the position of:

## **City of Albuquerque Chief of Police UN**

AN EQUAL OPPORTUNITY / REASONABLE ACCOMMODATION EMPLOYER

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**CLASS CODE:** U00205  
**DEPARTMENT:** Police  
**DIVISION:** PD-Chief of Police  
**BARGAINING UNIT:** No Union  
**REQUISITION #:** 2100503  
**SALARY:** \$77.53 - \$77.53 Hourly  
 \$6,202.40 - \$6,202.40 Biweekly  
 \$13,438.53 - \$13,438.53 Monthly  
 \$161,262.40 - \$161,262.40 Annually  
**OPENING DATE:** 09/24/20  
**CLOSING DATE:** Continuous

### **POSITION SUMMARY:**

**The Chief of Police is responsible for transformational leadership of the Albuquerque Police Department, which has approximately 1,500 employees and an annual budget of about \$186 million. The position is responsible for overseeing and directing activities to reduce crime, implement constitutional community policing, recruit police officers to bring the Department to full strength, and build strong morale. The Chief of Police is expected to exercise sound judgment, expertise and innovation in establishing and administering Department operations. The Chief of Police must demonstrate and promote high ethical standards within the Department. The Department is under a court-approved settlement agreement with the United States Department of Justice, relating to use of force and other issues. The Chief of Police must provide strong reform-minded leadership as the Department works to achieve and maintain compliance with the agreement. The unclassified at-will position reports directly to the Chief Administrative Officer.**

**This is a safety sensitive position subject to random drug/alcohol testing.**

**This is an unclassified at-will position.**

*Job descriptions are intended to present a general list of tasks/duties performed by employees within this job classification. Job Descriptions are not intended to reflect all duties performed within the job.*

### **MINIMUM EDUCATION, EXPERIENCE AND ADDITIONAL REQUIREMENTS:**

- Bachelor's Degree or higher in criminal justice or related field (Master's degree is preferred).
- Ten (10) years or more of experience in law enforcement management/supervision (Preferably with a law enforcement agency within a major metropolitan area, at or above the rank of Captain/Commander or equivalent).
- Ability to successfully pass a background investigation.
- Ability to obtain a New Mexico Driver's License.
- Ability to obtain a New Mexico Law Enforcement Certification: Must currently hold a law enforcement certification and be eligible to qualify for the New Mexico Law Enforcement Certification by Waiver course (Non-NM applicants).

**PREFERRED KNOWLEDGE:**

- Completion of Northwestern University School of Police Staff and Command, the FBI National Academy, or PERF's Senior Management Institute for Police (SMIP).
- Functional knowledge of U.S. Department of Justice settlement agreements.
- Advanced knowledge of crime prevention and law enforcement strategies.
- Knowledge and experience utilizing a centralized technology center (e.g., Real Time Crime Center) to direct proactive, predictive, and preemptive policing concepts.
- Principles and practices of quality victim services; understanding of specific challenges related to mental health, homelessness and victims of interpersonal violence and sexual assault.
- Understanding of the needs of businesses and the tourism-based community and its impact on public safety.
- Principles and practices of organizational management and leadership of a large law enforcement agency.
- Applicable Federal, State and local laws and regulations.
- Understanding of collective bargaining agreements and experience in managing a unionized workforce (sworn and civilian).

**PREFERRED SKILLS & ABILITIES:**

- Apply experience in constitutional community policing, reducing uses of force, implementing procedural justice, and building strong community relationships, in a manner tailored to our City.
- Effectively direct, plan and organize the activities of a large police department.
- Critically analyze problems, identify alternative solutions and implement recommendations in support of goals.
- Effectively implement, facilitate and expand community policing initiatives.
- Promote collaboration and innovation.
- Exhibit exceptional communication skills.
- Weigh risks and consequences and make clear decisions.
- Equitably interpret and apply City policies, procedures, rules and regulations.
- Diffuse conflict and gain cooperation through discussion and persuasion.
- Motivate, select, supervise and evaluate personnel with integrity and accountability.
- Promote fiscal responsibility in administering a departmental budget.
- Develop and uphold professional standards for police; deliver quality training.
- Develop and maintain effective partnerships with community groups.
- Perform the essential functions of the job with or without reasonable accommodation.
- Work effectively with the chiefs and directors of other City departments and City administration.

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APPLICATIONS MAY BE FILED ONLINE AT:

<http://CABQ.GOV>

400 Marquette N.W.  
Albuquerque, NM 87103  
505 768-3700

[humanresouces@cabq.gov](mailto:humanresouces@cabq.gov)

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Position #2100503  
CITY OF ALBUQUERQUE CHIEF OF POLICE UN  
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**City of Albuquerque Chief of Police UN Supplemental Questionnaire**

- \* 1. Do you possess a bachelor's degree or higher in criminal justice or related field?
- Yes  
 No
- \* 2. Do you possess ten (10) years or more of experience in law enforcement management/supervision (Preferably with a law enforcement agency within a major metropolitan area, at or above the rank of Captain/Commander or equivalent)?
- Yes  
 No
- \* 3. Do you possess or are you able to obtain a New Mexico Driver's License?

Yes

No

\* 4. Do you possess a New Mexico Law Enforcement Certification?

Yes

No

\* 5. If you answered 'no' to the question above, do you currently hold a law enforcement certification and are eligible to qualify for the New Mexico Law Enforcement Certification by Waiver course (Non-NM applicants)?

Yes

No

\* Required Question